

# Optimizing mentorship for novice nurses: A PDSA driven approach to enhancing engagement and support



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## BACKGROUND

Effective mentorship is essential for new nurses, fostering a sense of support, belonging, and professional growth as they transition to independent practice.

The Year-2-Mentorship (Y2M) program paired nurses who were starting their 2nd year of practice with an experienced nurse mentor, provided mentoring meeting guidelines, facilitated monthly meetings for one year.

Despite a well-designed curriculum, initial data revealed low engagement and satisfaction among both mentors and mentees. To address this, targeted improvements were implemented using PDSA (Plan-Do-Study-Act) methodology.

## OBJECTIVE

Enhance overall program satisfaction of the July 2024 Cohort with a goal of achieving 10% improvement the end of the program (January 1, 2025).

- 1. Introduce at least one additional touchpoint to strengthen communication between program participants and the Y2M team.
- 2. Boost mentor engagement by ensuring that 50% of mentors document at least three Reflection Notes throughout the six-month mentorship period.
- 3. Encourage goal-setting among mentees, with 80% documenting at least one goal by August 2024.

## METHODS

### Mentor Selection 1

- Allow mentees to rank their top three preferred mentors.

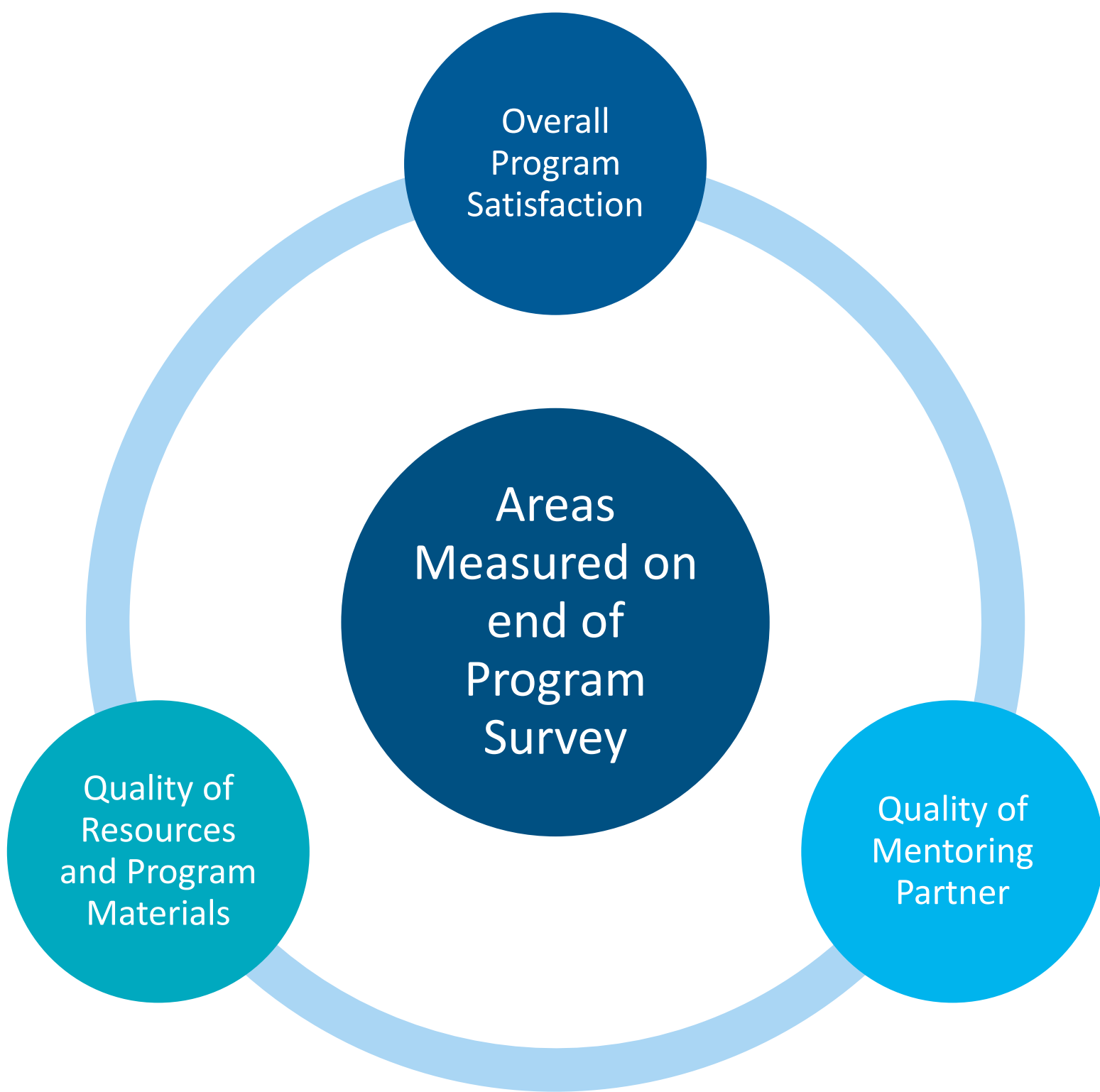
### Goal Documentation

- Mentees will document a goal on a mentorship program platform during the dedicated time during the virtual meet and greet.

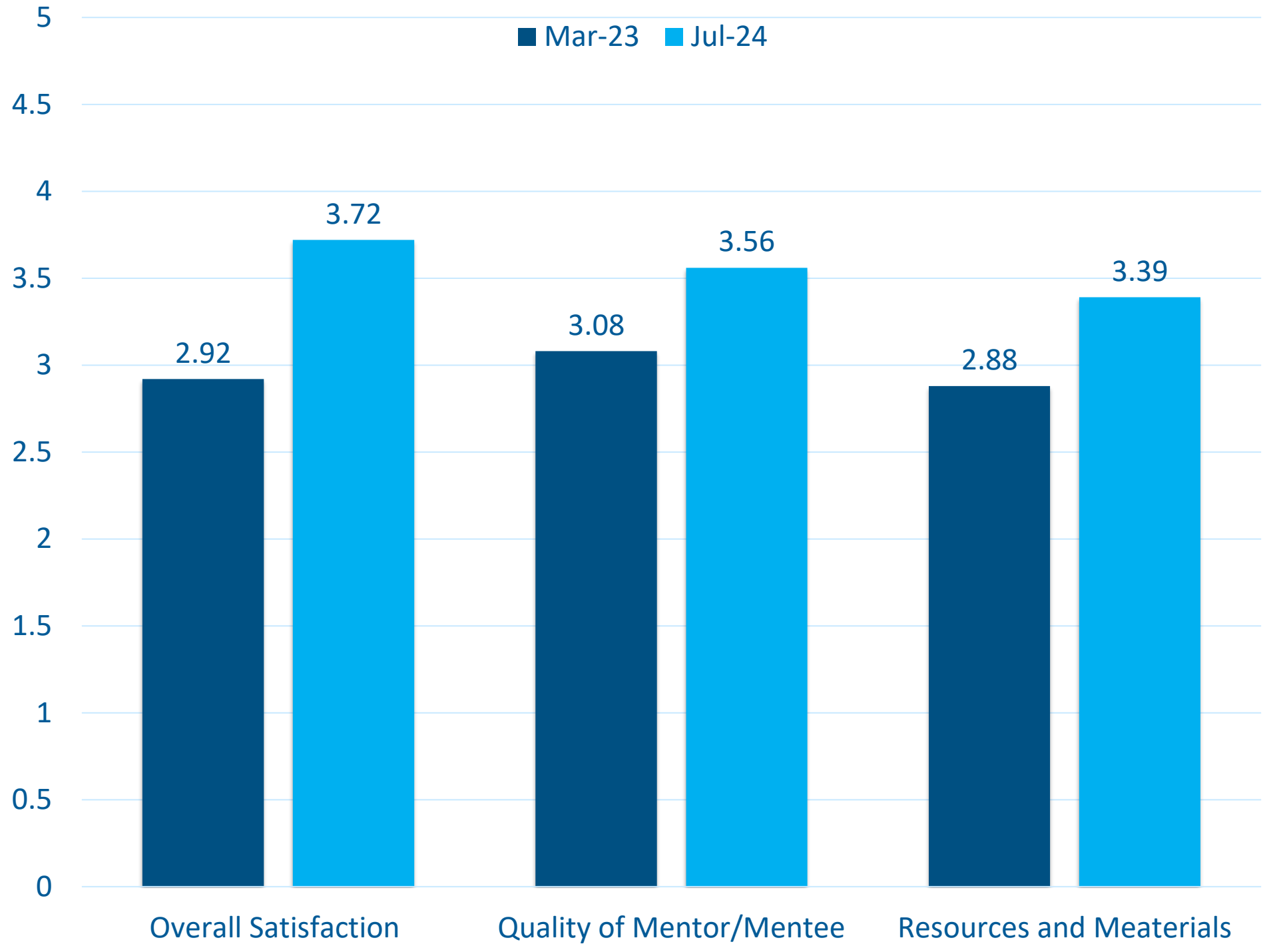
### Midpoint Check-In

- A virtual mid-point check-in will be added for both mentors and mentees to assess their progress and identify any needs for guidance or support.

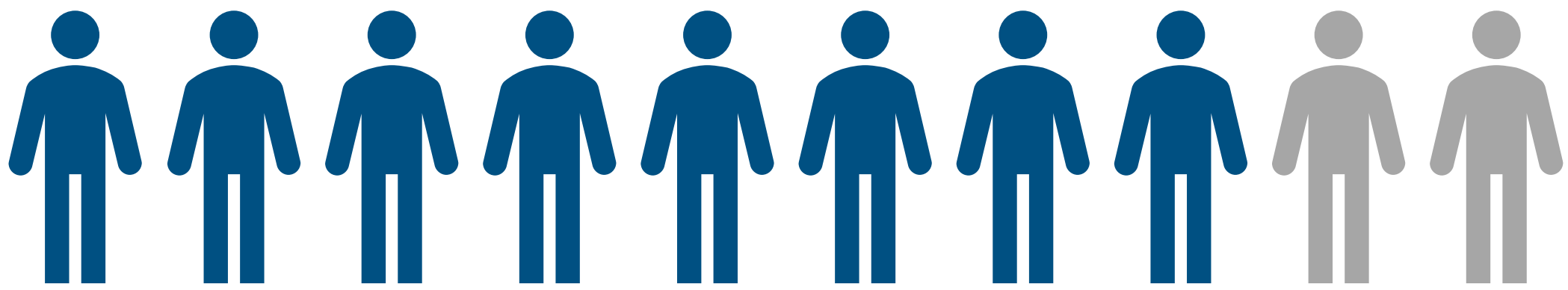
## OUTCOMES



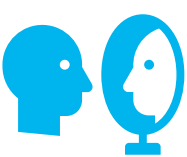
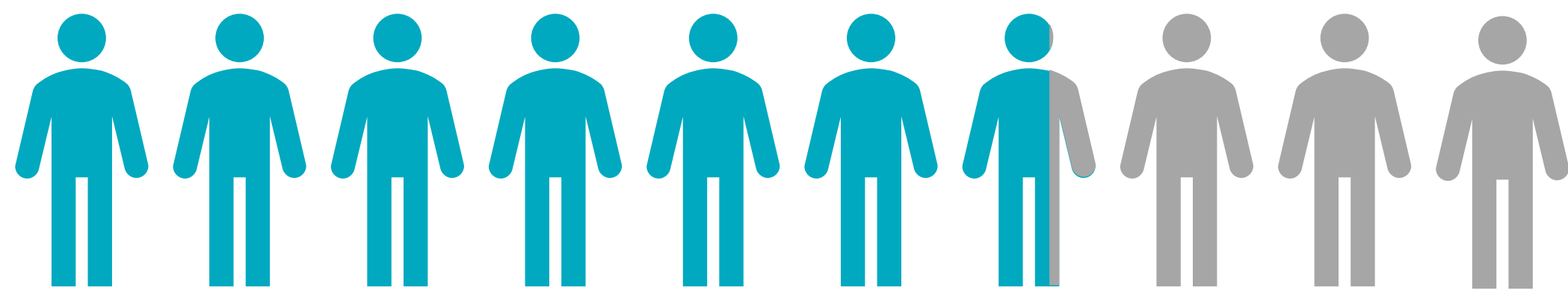
Mean Scores - End of Program Evaluation



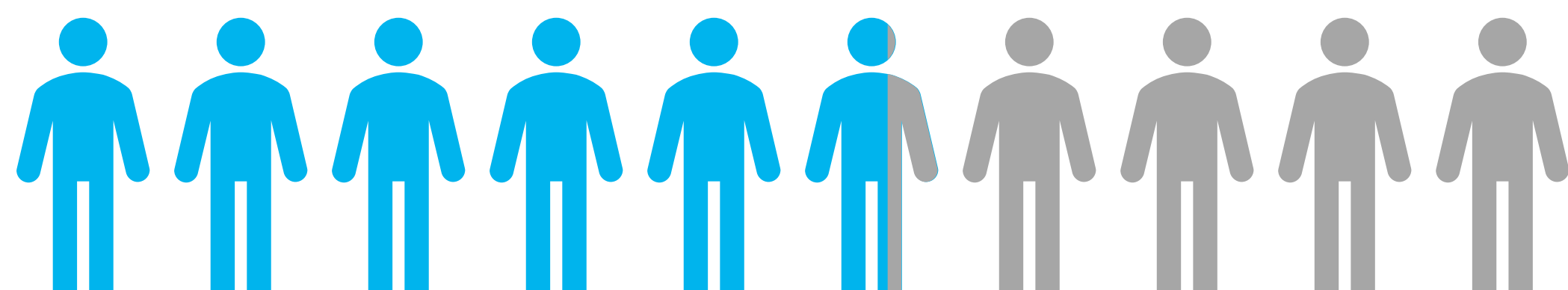
**MENTORING PARTNER SELECTION**  
80% of July 2024 mentees who submitted their mentoring partner preferences were successfully matched with one of their top three choices



**MENTEE GOAL DOCUMENTATION**  
68% of participants in the July 2024 cohort documented their mentorship goals on the program platform, reflecting a 49% increase from the pilot cohort.



**MENTOR REFLECTIONS**  
56% of mentors in the July 2024 cohort documented reflection notes on the program platform, marking a 6% increase from the pilot cohort.



## TESTIMONIAL

“The chance to mentor a newer nurse was a great experience. My mentee was exuberant about her relatively new career, and her passion sparked a fire in me to continue to be involved with mentoring. **I treasure the time that we were given. It provided dedicated time away from the heavy demands of the unit where we created a safe space for dissecting complex patient interactions, allowing for the exchange of ideas, encouraging both clinical and professional growth, and starting a new friendship.** I am inspired by her drive and work ethic, and I cannot wait to see what she will accomplish here at CHLA”

## CONCLUSIONS

**Essential Role of Mentorship:**  
Mentorship programs are crucial for pediatric nurses transitioning to independent practice.

**Adaptability of Leaders and Educators:**  
Leaders and educators must be adaptable and tailor mentorship programs to meet the unique needs of their nurses.

**Ongoing Program Adaptation:**  
Continuously adapt program structures based on participant input and outcome metrics.

**Supportive Environment:**  
Create an environment that supports the wellbeing and development of novice nurses.

**Workforce Stability and Retention:**  
Effective mentorship helps stabilize and retain this important segment of the nursing workforce.

## REFERENCES

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